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reader and for those industrial managers who have not had time to keep abreast of the developments to date.

R. W. STONE

STATE UNIVERSITY OF IOWA

The Science of Labour and Its Organization. By DR. JOSEFA IOTEYKO. New York: E. P. Dutton & Co., 1919. Pp. viii+196. \$1.60.

In this little volume are collected a series of articles, published in certain French journals in 1916 and 1917, and the substance of certain lectures on fatigue, delivered at the Collège de France. The author seeks in this collection to throw light upon certain points in industrial psycho-physiology. To the results accomplished by research into the working of the bodily organs with the view to discover their best working conditions, to detect fatigue, and to lay down a basis for industrial work, he applies the caption "Science of Labour." The book is a summary of experiments and researches into the physiological and psychological aspects of personnel administration.

The discussion is divided into four parts. The first is concerned with the problems of apprenticeship, the economical methods of working, and the measurement of industrial fatigue. The second part is an evaluation and criticism of scientific management. Particular emphasis is placed upon the shortcomings of the Taylor system in respect to psycho-physiological factors. The third part presents data bearing upon the human power and aptitudes for work. The final section is devoted to an exposition of the Belgian methods of technical education.

The work is by no means a complete or final analysis of the personnel problems in industry. It is, however, a contribution to the literature on that subject. Those interested in the scientific study of the human factors in industry will find much that is new and valuable in this book.

R. W. STONE

IOWA STATE UNIVERSITY

Lectures on Industrial Psychology. By BERNARD MUSCIO. New York: Dutton, 1910. Pp. iv+300. \$3.00.

The author defines industrial psychology as a study of methods for selecting workers on the basis of natural fitness and for obtaining from any expenditure of energy a maximum product. To these ends he advocates the establishment of a vocational laboratory in connection with every educational plant or system. It shall be the duty of the